

INFORMATION TO BE PROVIDED TO  
D/PERS ON RETIREMENT

- ° Does the Secretary of State have the same authorities under the Foreign Service Act as the Director does under CIARDS?  
  
Specifically:
  - Does the same authority exist to involuntarily retire an employee at age 50 or earlier.
  - Does the same authority exist to deny voluntary retirement when employee is eligible for retirement.
  - Does the authority exist to separate an employee without retirement benefits.
- ° Provide statistics on retirement under various categories such as: voluntary, involuntary, disability, death, and any others.
- ° Statistics on retirement ages under CIARDS and then broken down by career service.
- ° Average age of those serving overseas.
- ° The average age of those serving in the Foreign Service retirement system.
- ° Provide the retirement chart showing why there is a 50/50 retirement rate between CIARDS and Civil Service versus a 20/80 mix between these two systems. If possible this should be presented in a bar graph versus a pie chart.
- ° Some chart depicting the Foreign Service retirement data

cc: C/RD  
ADD/EBS

## FEDERAL RETIREMENT REFORM ACT

AMENDMENT NO. \_\_\_\_\_

In Title IV, amend Section 406 by redesignating Section 305 of the CIA Retirement Act of 1964 for Certain Employees as Section 306, 306 as 307, 307 as 308, 308 as 309, 309 as 310, 310 as 311, and insert the following:

"SPECIAL RULES RELATING TO THE ENTITLEMENT OF  
SECTION 203 EMPLOYEES' FORMER SPOUSES TO ANNUITIES  
AND RELATED BENEFITS

"SEC. 305. (a) A former spouse of a Pension System participant, where such participant meets the criteria set forth in Section 203 of this Act as determined by the Director, and irrespective of whether such participant actually elects to accept Section 203 status and designation, shall be entitled to:

"(1) an annuity under the same conditions and criteria as provided in title II of this Act for a former spouse of a participant;

"(2) a prorata share of any annuity supplement payable to the Pension System participant under Section 304(b) of this Act, with such share to be computed under the same formula as provided in Section 222 of this Act for the annuity of a former spouse of a participant; and,

"(3) a prorata share in lump-sum form, computed under the same formula as provided in Section 222 of this Act for the annuity of a former spouse of a participant, of the amount of the balance credited to the Pension System participant's account in the Thrift Savings Fund provided in chapter 84 of title 5, U.S. Code, as determined and to be payable to the former spouse of such participant as of the earliest date on which the Pension System participant receives any payment from such Thrift Savings Fund.

"(b) For the purposes of subsection (a) of this section, "former spouse of a Pension System participant" means a former wife or husband of a Pension System participant who was married to such participant for not less than 10 years during periods of service by such participant which are creditable under title III of this Act, at least five years of which were spent outside the United States by both the Pension System participant and the former spouse.

"(c) Payments under this title which would otherwise be made to a Pension System participant or the former spouse of a Pension System participant based upon the service of the Pension System participant shall be paid (in whole or in part) by the Director directly to the Pension System participant, or former spouse of the Pension System participant according to the terms of any legally enforceable spousal agreement or recognized court decree of divorce, annulment, or legal separation between the Pension System participant and that former spouse, or the terms of any recognized court order or court-approved property settlement agreement incident to any such spousal agreement or court decree of divorce, annulment, or legal separation. Any payment under this subsection to a party to a spousal agreement, or court decree of divorce, annulment, or legal separation or property settlement agreement incident thereto shall bar recovery by any other person."

PRIORITY LISTING OF PROVISIONS IN AN  
AGENCY RETIREMENT SYSTEM

1. Internally administer all Agency employees to protect identities of Agency employees.
2. Retirement at age 50 for CIARDS type employees and age 55 for CSRS type employees to permit management flexibility needed by the Agency (i.e. burn out, compatible retirement ages for both kinds of employees, ability to hire for a full career with adequate flow through for the career development of new employees)
3. A retirement annuity supplement between ages 50 and 62 for CIARDS type employees and between 55 and 62 for CSRS type employees.
4. A defined benefit with an accrual rate of at least 1.3% in order to provide a sufficient annuity to permit retirement at either age 50 (CIARDS type) or age 55 (CSRS type).
5. Include FBIS foreign nationals who are not U.S. citizens or aliens in the Agency retirement system.
6. A sufficient closeness of benefits and contribution rates for prior 1984 employees and post 1983 employees so that neither group sees any class distinctions.
7. A thrift plan with up to 10% employee contributions with up to 5% being matched by U.S. Government.

# IDEAS FOR EXPANDING CIARDS

1. Provide coverage for all Agency employees who are under cover.
2. Provide coverage for all employees with one year or more overseas service or domestic qualifying service.
3. Provide participation for all Agency employees upon EOD and with judgement being made whether they qualify for CIARDS eligibility at the time of their actual retirement.